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AFGHANISTAN

SUCCESS STORY

Facilitating a Sustainable Afghan Workforce Model

Government, private sector and civil society collaboration is key to workforce development



USAID/ AWDP

USAID-funded training providers take job seekers to private sector booths at the Mazar-e-Sharif job fair in northern Afghanistan on May 5, 2015 to instruct them on the concept of networking. Job fairs are new initiatives in Afghanistan.

“The training was so helpful for finding a job. The pre-employment services training gives a complete image of this process and helps us to perform well in finding, applying, and performing during job-interviews.”

Sayed Hamid, a 27-years-old who was hired through a job fair in northern city of Mazar-e-Sharif, is happy in his new role as loan officer at the Mutahed Finance Development Institute. He was trained in a USAID’s Afghanistan Workforce Development Program (AWDP) marketing program.

“The training was so helpful for finding a job,” says Hamid. “The pre-employment services training gives a complete image of this process and helps us to perform well in finding, applying, and performing during job-interviews,” he added.

These trainings are provided by local organizations through AWDP funding.

Five different USAID-funded training providers co-hosted a job fair and graduation ceremony under several sectors on May 5-6, 2015. The event attracted more than 50 private sector companies that showcased their services and more than 700 people attending. The event facilitated 432 on-site interviews between AWDP trainees and a variety of private sector companies. In turn, these companies were given a chance to hire skilled workers or sign up their employees with competency-based skills training. At the time of the event, 241 employees trained under the program were promoted with salary increases, while another 67 found jobs.

Hamid has studied economics at a university, the training taught him to use marketing skills to attract clients in his new position as a loan officer.

“I’m so glad for the skills I learned during the marketing skills training. I found my desired job and performed outstanding during my recruitment to this company,” said Hamid.

The program aims to build the capacity of technical vocational and business education training providers, while supporting growth opportunities proven through labor market demand assessments in fields like marketing, construction, financial and project management.

The program's goal is to place and promote 25,000 Afghans in semi-professional work, while strengthening private Afghan training providers. Having already trained more than 19,773 Afghans in semi-professional skills, over 36 percent of whom were women, and placing and promoting another 11,136, the program is gearing to double these placements in collaboration with the Ministry of Education, Deputy Ministry of Technical and Vocational Education and Training.